



## DEPENDENTS ADDITIONAL BENEFITS SCHEME NJC GUIDELINES FOR LOCAL DISCUSSION AND ARRANGEMENTS

1. The NJC is concerned at that sympathy stoppages whilst damaging to projects, clients and contractors are not always beneficial to the dependents of the deceased. The suggestions in this document are intended as a response to these issues and if taken and acted upon at project level will not only help the project and the stakeholders but also ensure that by staying on the job, the men working there will retain more of their own earnings whilst giving much greater assistance to the dependents.
2. NAECI 12 and Appendix A6 contain the formal process for marking the death of a work colleague, including a reference to unauthorised sympathy stoppages. These arrangements are in addition to the benefits provided for by the NAECI A12.7 (b).
3. To assist in this approach, the NJC offers the following Guidelines for consideration and recommends that local arrangements are agreed by the parties and included in the SPA for approval by the NJC.
4. The thrust of the local initiative will be directed towards increased financial support for the family of the deceased, as now set out.

### LOCAL ACTION

- 4.1 Provision to be made for payment of an additional lump sum to the dependents of the deceased over and above the NAECI death benefits **provided there is no stoppage of work**. This payment, (somewhere in the order of £6000 to £10000 or whatever other sum they might agree to provide would be jointly provided by the Client or the Client and the Contractors.
- 4.2 A recommendation to be made in the SPA that site colleagues of the deceased, who are members of the scheme, should also each contribute, say, between £10 and £20, depending on the number of in scope employees on site.  
*An appropriate draft Statement of Declaration of intent re 4.1 and 4.2 above is attached.*
- 4.3 Employees would be encouraged to sign a declaration of intent that in the event of his or her death, he or she would want the workforce to remain at work to ensure that the appropriate donation was made to his or her named dependent(s).  
*The draft of a standard letter is attached.*
- 4.4 These proposals apply only to individuals currently employed at the time of death and not to former colleagues.
- 4.5 The process outlined above would be an integral part of the site induction programme.

**DRAFT STATEMENT & DECLARATION OF INTENT**

**(Name of) PROJECT JOINT COUNCIL DEPENDENTS  
ADDITIONAL BENEFITS SCHEME**

The .....PJC has created additional benefits to supplement NAECI A12.7(b) for all in-scope employees employed on the .....project in the unfortunate event of a death in service.

Employee dependents will receive these benefits when the following process and procedure is followed.

The operation of the additional benefits scheme will be overseen by the

**PJC. BENEFITS**

1. In the unfortunate event of the death in service of an in-scope employee an additional payment of £ (agreed amount)..... will be paid, by the Client and Contractors to the named dependents. This payment is in addition to the death benefits in NAECI.
2. When the PJC has checked that the deceased employee was a member of the scheme a payment of £ (agreed amount).....will be paid by each scheme member. The PJC will instruct the appropriate contractors to deduct the agreed amount from all scheme members' pay.
3. The above payments are dependent on the in-scope workforce observing Section .....of the SPA.

[In the event the deceased employee is not a member of the Scheme the Shop Stewards may conduct a traditional collection]

**DECLARATION**

I wish to join the .....Project Additional Benefit Scheme and agree to observe the procedures above.

I instruct my company to deduct the agreed employee deduction as stated above on receiving instructions from the PJC.

NAME.....

COMPANY.....

SIGNATURE .....

DATE.....

**EXPRESSION OF WISH IN THE EVENT OF MY DEATH**

I, \_\_\_\_\_ the undersigned, wish it to be known

that in the event of my death, by whatever cause, during my employment on:

\_\_\_\_\_ (add site)

with \_\_\_\_\_ (add company name)

I make the following request:

My preference is that the Workforce remain in work so that the agreed additional benefits and donations become payable to my nominated dependent(s), as set out below, as a mark of their respect.

Nominated Dependent(s):-

Signed \_\_\_\_\_

Date \_\_\_\_\_